



SAFE & EQUITABLE POLICING REVIEW

CITY COUNCIL MEETING

Jovan Grogan, City Manager
Ryan Johansen, Chief of Police

March 23, 2021



Objective

- Provide Council and the Community with an overview of San Bruno's Safe & Equitable Policing Review
- Provide an Update on Phase I of the Review
- Provide an Overview of Phase 2 Review Elements

Agenda



- I. Background
- II. Overview of Safe & Equitable Policing Review
- III. Phase 1 Update
- IV. Phase 2 Overview & Consultant Introduction
- V. Questions



Background

- Calls for Police and Justice Reforms
 - George Floyd and countless others
 - 8 Can't Wait
- With Challenge Comes Opportunity
- Desire to Lead Introspection and Positive Change
- City Manager's Commitment to Conduct a Review of Policing in San Bruno
 - Safe & Equitable Policing Review



Safe & Equitable Policing Review

Objective

Enhance the Police Department's ability to provide for the public safety needs of our Community fairly and equitably, through a review of Police Department policies, practices, data analysis, and an assessment of community perceptions.



Safe & Equitable Policing Review

Two Phases

- Phase 1: Police Department Internal Review
- Phase 2: City Manager / Independent Review
 - Supported by
 - Impact Justice
 - Howard Jordan, Retired Police Chief, City of Oakland



Phase I – Scope of Work

- ❑ Policy Review and Revision
- ❑ Review of Training Practices
- ❑ Data Analysis
 - ❖ Calls for Service
 - ❖ Use of Force
 - ❖ Arrests
- ❑ Review of Disciplinary Practices and Processes
- ❑ Review Ongoing Community Engagement Efforts



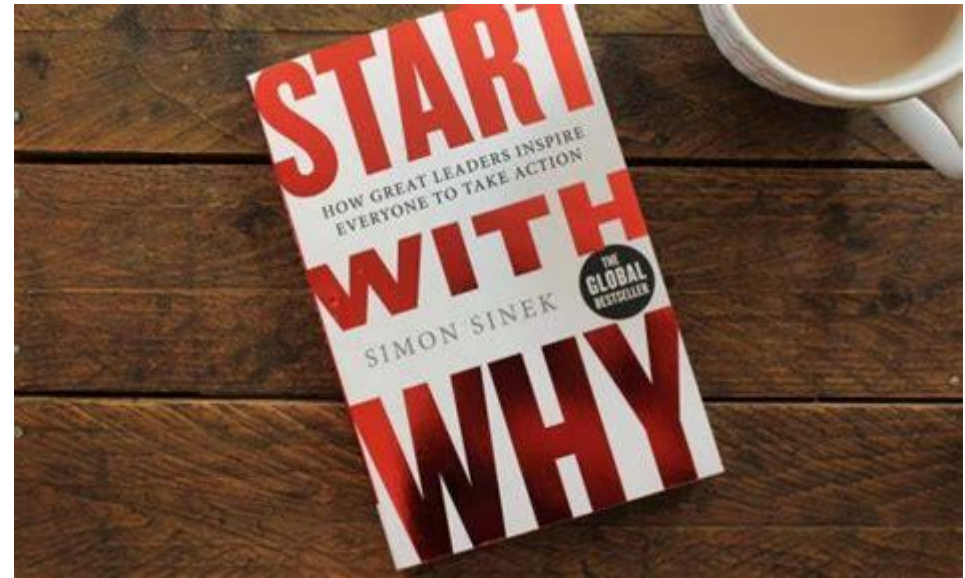
Phase I Update

Ryan Johansen, Chief of Police



Phase I: Start With Why

- Foundational sense of purpose essential to this process
- Command Staff reading of Start With Why by Simon Sinek
- Extensive discussions re:
 - Why we exist
 - What we must do
 - How we must do it



Phase I: Guiding Principles



1. Ensuring Peace
2. Providing Safety
3. Building Community





Phase I: Internal Policy Review/Revision

The screenshot shows the LEXIPOL Knowledge Management System interface. At the top is a navigation bar with links for Home, Manuals, DTBs, Reports, and Help. A user profile for "Hello Ryan" and an "Admin" dropdown are also present. The main content area is divided into several sections: "Notifications" on the left with a table of topics; "Reports At-A-Glance" on the right showing "DTBs Taken" and "Draft Policy Status"; "Manuals" in the center showing a list of policies with their status (Issued, Draft); "Lexipol Updates" at the bottom left; and "User Acknowledgements" and "Daily Training Bulletin" at the bottom right. Each section has a "Manual" dropdown menu set to "All".

- High-level review/revision of all policies
 - Hundreds of policies, thousands of pages

- Detailed review/revision of critical policies
 - 36 policies, hundreds of pages
 - Ex. Use of Force; Avoiding Bias; De-escalation; Crisis Intervention; Personnel Complaints; Etc.



Phase I: Internal Policy Review/Revision

- Policies drafted by Lexipol
 - Benefits
 - Challenges
- Reviewing/revising for:
 - Legality
 - Compliance with emerging legislation
 - Consistency with the ideals of our Community
 - Consistency with our Guiding Principles





Phase I: Internal Policy Review/Revision

- ✓ Ban Chokeholds and Strangleholds
- ✓ Require De-escalation
- ✓ Require Warnings Before Shooting
- ☐ Requirement to Exhaust All Alternatives Before Shooting
- ✓ Duty to Intervene
- ✓ Ban Shooting at Moving Vehicles
- ✓ Require Use of Force Continuum
- ✓ Require Comprehensive Reporting



Phase I: Review of Disciplinary Practices



- Early warning systems
- Focus on developing staff and enhancing skillsets
- Accountability
- Disciplinary follow through
- Thorough investigations



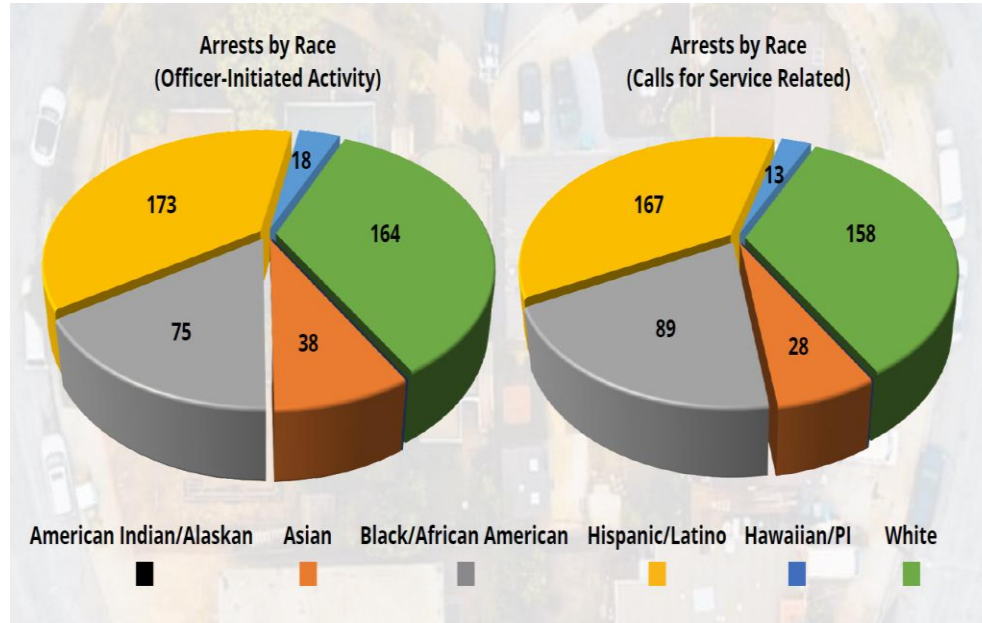
Phase I: Review/Revise Training Plan

- State law
- CA POST
- Crisis Intervention Training
- De-escalation
- Essential Spanish
- Emotional Intelligence
- Health and well-being





Phase I: Data Analysis



- Call data
- Use of force
- Arrests
- Random surveys
- Stop data (Jan 2022)
 - Racial and Identity Profiling Act (RIPA)



Phase I: Review/Enhance/Expand Data

- Stop Data RIPA implementation
- Expand data on UOF report
- Align race codes with DOJ
- Annual Report

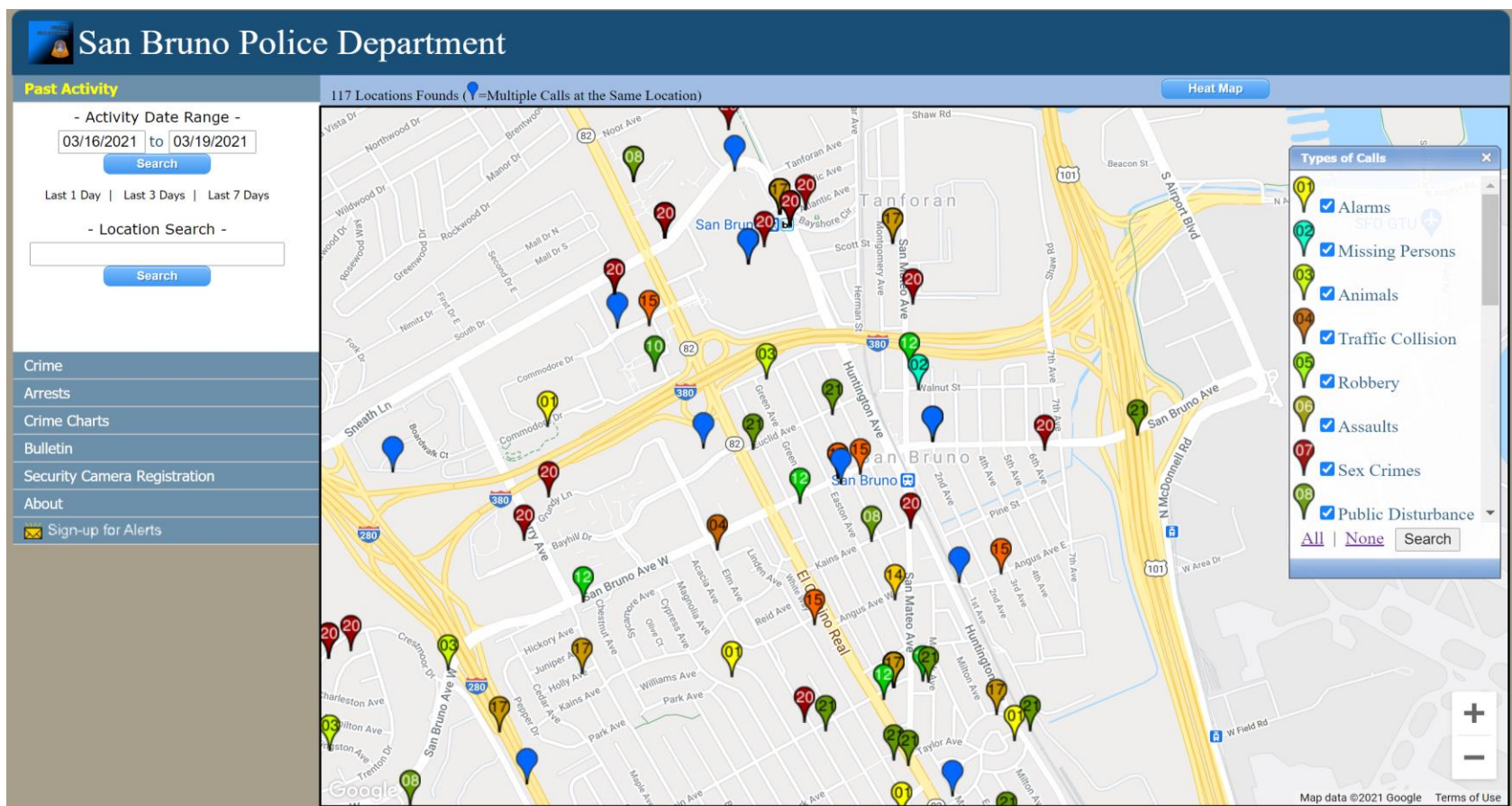




Phase I: Review/Enhance/Expand Data

Citizen RIMS

<https://snb.crimegraphics.com/2013/default.aspx>





Phase I: Increased Public Outreach

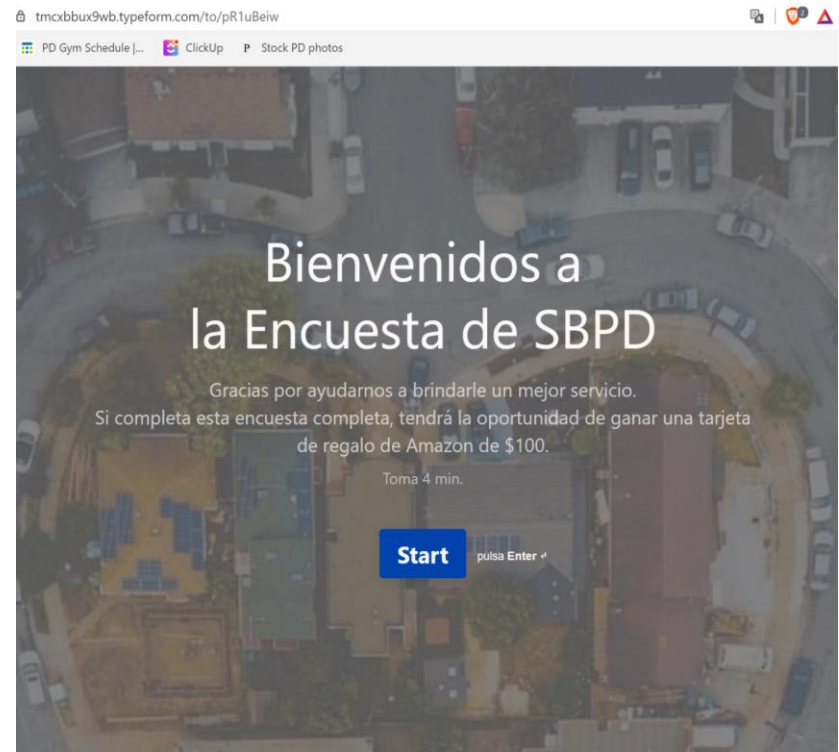
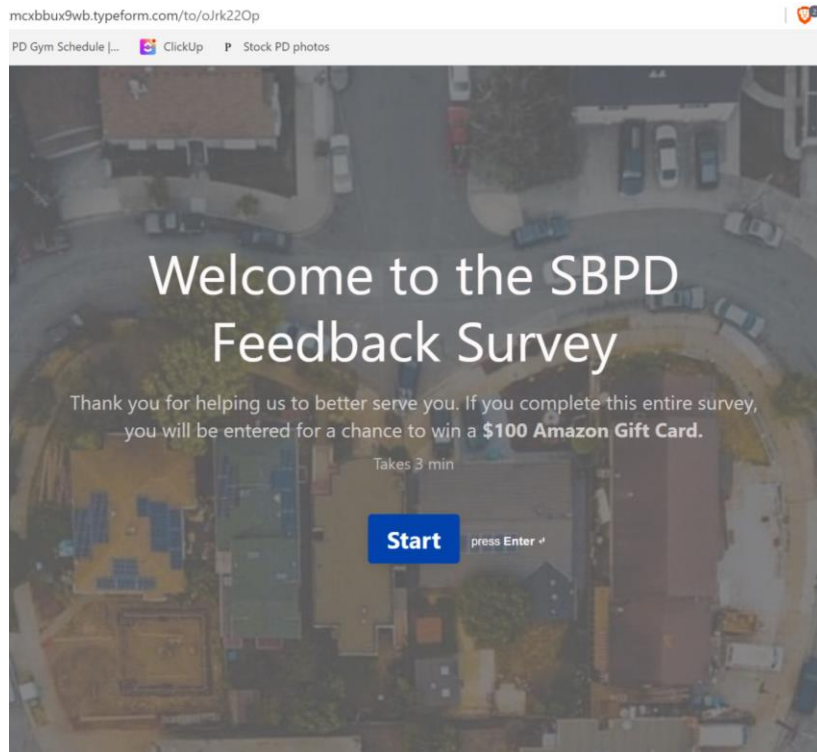
Surveys (English and Spanish)





Phase I: Increased Public Outreach

Online Caller Surveys (English and Spanish)



General Surveys Coming Soon!

Phase I: Increased Public Outreach



Chief's VLOG

Subscribe to San Bruno Police Department on YouTube





Phase I: Increased Public Outreach

Regional Coffee Talks (virtual for now)





Phase 2 Overview

Jovan Grogan, City Manager

Antoinette Davis

Vice President + Director

Impact Justice - Research & Action Center



Phase 2 – Scope of Work

12 Month Effort – Launching in April 2021

1. Kickoff Meetings / Interviews *(April-May)*
 - Police Department Launch Meeting
 - Consultant Team Ride-a-longs / Tours
 - City Council Interviews
 - Police Department Command Staff Interviews

2. Community Engagement *(June-August)*
 - Community Perception Surveys (Online / Mail)
 - Community Focus Groups (Virtual)
 - Stakeholder Interviews
 - Summary Report to City Council / Public



Phase 2 – Scope of Work

3. Police Personnel Engagement *(Q3 2021)*

- Officer/Detective Focus Groups
- Non-sworn Staff Focus Group
 - Dispatchers, Records, Traffic, Code Enforcement
- Individual Interviews
- Online Survey

4. SBPD Workforce Analysis / Recommendations *(Q4 2021)*

- Demographics / Race & Gender Diversity
- Hiring Practices



Phase 2 – Scope of Work

5. Multi-Year Data Analysis w/ Recommendations *(Q3-Q4 2021)*
 - 4 Year Look Back (2016-2020)
 - Arrests, Use of Force, Citizen Complaints, Vehicle Pursuits, Internal Affair Investigations, Officer Involved Shootings
6. Policing Policy and Training Analysis w/ Recommendations
 - Bias Prevention Training
 - Use of Force
 - Proactive Policing & Patrol Tactics
 - De-escalation
 - Body Camera Policies
 - 21st Century Policing Alignment
 - Personnel Complaint Process
 - Restorative Justice



Phase 2 – Scope of Work

7. Community Report *(Q1 2022)*

- Comprehensive Report Presented to the City Council and Public
 - to include Recommendations and a Suggested Implementation Action Plan



Consultant Team

Impact Justice



Antoinette Davis



Donna Linton



Danielle Soto



Lauren McGary



Kathryn Stroud

Law Enforcement Professional



Howard Jordan

IMPACT JUSTICE

A national innovation and research center

Impact Justice focus harnesses innovation, research and policy ideas towards three goals:

- ▲ Reducing Justice involvement among youth and adults
- ▲ Improving conditions that ensure humanity and hope for those currently incarcerated
- ▲ Helping formerly incarcerated people successful rejoin the community

IMPACT JUSTICE

A national innovation and research center

Mission Driven Organization

Impact Justice dares to dream of a humane and restorative system of justice in the United States. Through innovation, research, policy, and advocacy, we are forging a new path to a justice system that is fair to all of us.

IMPACT JUSTICE

A national innovation and research center

Four Primary Teams

- Restorative Justice Diversion
- PREA Resource Center
- Innovations
 - Food in Prison
 - Homecoming
- Research & Action Center



Who We Are:

- A diverse group of social science researchers who are intentionally using our skill sets in the nonprofit sector with the goal of helping to make change

What We Do:

- Mission-driven research that aims to improve outcomes & empower marginalized/impacted communities.



How We Do It:

- Help Other Tell Their Stories
- Participatory Action Research
- Partnerships
- Honor Impacted Communities and Credible Messengers
- Promote Promising & Best Practices



Belief and Approach

- Best solutions come from those closest to the problem.
- We view research as a tool to elevate the voices, expertise and solutions of those most impacted by our current carceral system.
- Prioritize fostering strong relationships at every stage of our process.
- Track record of working effectively with a variety of community-based service providers, youth and adults impacted by the system, public defenders, judges, district attorneys, the defense bar, and probation departments.

Questions

